



July/August 2017

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On June 13 Ductmate Northeastern Channel Manager John Sorna hosted a Lunch & Learn for members of the SMACNA Mid-Atlantic Chapter.

The subject was "Adhesives & Sealants" and Sorna talked about key characteristics, certifications, and the different applications of residential versus commercial.

Throughout the presentation Sorna pointed out why this is so important when it comes to LEED buildings and other environmental issues.

Chapter Activities



Members also heard about recent developments and improvements made with both products and applications.

For more information, please contact John Sorna at 240/626-1394 or email: jsorna@ductmate.com.

SMACNA Mid-Atlantic is planning a "field trip" to visit Ductmate facilities in Charleroi, Pennsylvania on September 27.

This is an opportunity for members to see the plant first-hand and meet company leaders. The plant is located just outside Pittsburgh. Contractors interested in participating are urged to contact the Chapter office.

Mid-Atlantic Chapter Members Take Aim

SMACNA Mid-Atlantic Chapter, Inc.

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Suite 640

Greenbelt, MD 20770

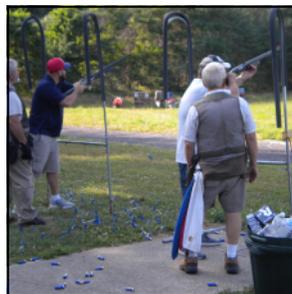
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Members and associate members recently got together for some fun and camaraderie at the Prince Georges County Trap and Skeet Center. After having to cancel twice earlier



due to rainy weather, participants enjoyed sunshine and warm

temperatures for this event. Following the shooting, members sat down for a terrific barbecue dinner.

During the course of the year the SMACNA Mid-Atlantic Chapter offers a variety of educational and networking events.



Members are encouraged to share their thoughts and ideas for future programs by emailing Bernie Brill at: Bernie@smacnaatl.org or calling the office.



Time is of the Essence

Chapter President

Dale Trunnell, President of Metro Mechanical

Our chapter has been actively engaged in labor negotiations with SMART Local Union 100 since April and I am pleased to report that new collective bargaining agreements are in place for the Washington, D.C. and Richmond, Virginia metro areas effective July 1, 2017. Getting this completed and in place was our number one priority for the year.

I had the pleasure of working with Mike Miller, Frank Battaglino, Greg Pickens, and Vince McGowan on the DC contract. Negotiations were cordial and professional where many tough issues were discussed and resolved. Yes, change is always difficult, but both sides clearly understand that change is necessary if we are to move forward.

The union came to the table voicing their concerns about the long term sustainability of the pension plan. With our work force growing older and with increasing demands on the plan, the union proposed a \$1.50 increase in the pension contribution for the first year of the contract, \$1.00 for the second year, and \$0.50 in the third year. After a significant amount of dialogue on the matter, the contractors agreed to do this. It is hoped that these changes will bring the pension fund to 100 percent funded in the coming years.

One of the key changes requested by the contractors was a change in the apprentice-journeyman-classified worker ratio to 1:1:1 on private work. This action was taken to give contractors greater flexibility in bidding on work in new markets. This resolution will be re-evaluated after the first year of the contract to determine its effectiveness.

Another change in the contract was the replacement of paid holidays with paid time off. Workers will have 64 hours of paid leave time that they can use for paid holidays and/or taking sick leave, caring for sick child or a parent. This change brings contractors into compliance with the new mandatory paid sick leave policies being passed in the Washington metro area.

As you may recall, Washington, D.C. passed mandatory paid sick leave in 2007, but construction companies covered by a collective bargaining agreement were exempted until recently. The Maryland legislature passed a similar bill earlier this year in Annapolis. However, Governor Larry Hogan vetoed the bill in an effort to protect small businesses. It is expected that this will be a top priority when legislators reconvene in January and could vote to override his veto.

Of course Montgomery County has their own mandatory paid sick leave laws which went into effect last year. These regulations are somewhat different than what was passed last April in Annapolis and grants no exemptions or waivers. Whatever eventually passes in Maryland will not preempt Montgomery County...two separate bills.

But the good news is that by converting paid holidays to paid time off we will meet the 56 hours minimum of paid leave set by Montgomery County.

And consider this, other Maryland counties such as Prince George's and Howard have already indicated that they will pass their own "sick and safe" leave bills if Maryland fails to do so. With 24 counties within the state, do we really want to have to comply with that many differing laws? There is already pressure being exerted to bring Montgomery County's law under the state law should "sick and safe" be approved by Maryland next year.

In closing, it is important to recognize Mike Pantele, Jerry Robinson, and Vince McGowan who composed our Labor Committee for the Richmond contract. These gentlemen did a fantastic job. Let's hope the changes that were made in the new contract help all of our contractors pursue new business opportunities and find paths to grow their businesses.

**Two
Important
Programs:**

**SMACNA
Mid-Atlantic
Chapter
Annual
Meeting
Sept. 12
Maggiano's
Tysons II
11 a.m.**

**SMACNA
2017 Annual
Convention
Oct. 22-25
Maui,
Hawaii**

**Register at:
www.smacna.org**



Register Today for SMACNA's
Annual Convention

- ◆ Great Educational Sessions
- ◆ Excellent Networking
- ◆ Super Social and Entertainment Events!

Join your industry friends and colleagues at our annual convention.

For registration and information, please go to www.smacna.org

Foreman Field Guide to Developing Your Workforce

When a foreman develops a group of individuals to perform as a team, great things will happen. In "A Foreman's Field Guide to Developing Your Workforce," Nic Bittle will walk your foremen and supervisors through a process teaching them how to develop their team for long-term success. As natural mentors on the jobsite it is up to every foreman and supervisor to develop their crew to be the next leaders of this industry.

This half day program is one every foreman and supervisor should attend!

November 16, 2017

7:30 to 11:30 a.m.

Hilton Garden Inn

Greenbelt, MD

\$95 pp.

Four Core Competencies

Nic Bittle's Guide to Building Your Workforce

Half Day Program November 16, 2017

Register today!

Many contractors are asking themselves: Who will my next generation of leaders be? Who will replace those in my organization who will retire in the next four to fourteen years? What will our workforce look like in the future?

If you have asked yourself these questions, you are in good company. When we look at the volume of talent that is retiring in the next four to fourteen years and then at the level of commitment and experience of those now entering the workforce, our concern is warranted.

The Four Core Competencies:

Communication

The Shift - How young men and women communicate today is completely different from those who entered in the workforce 30 years ago. Face-to-face and voice-to-voice conversations are becoming a thing of the past. (This is not a good change, by the way.) Their ability to accept constructive criticism or deal with conflict is significantly diminished. Conversations that once took place in person or on the phone are being replaced with text messages and an unmanageable number of emails. The quantity of information, often unnecessary, is trying to replace the good old-fashioned conversation.

The Problem - Take away one's ability to have a meaningful face-to-face conversation with another person, and you take away that person's ability to build a relationship. Most of those who prefer text and email claim it's more efficient or just a personal preference. There is a time and place where text and email chains are the perfect way to "deliver information." Building relationships is different. Business follows relationships. Take away your ability to build a relationship with another person, and you may cripple your ability to perform at your best. Today's leaders rely heavily on relationships for success, but for a large part of the next generation entering the industry, this skill is becoming obsolete.

Self-Leadership

The Shift - Self-leadership is about leading oneself, not someone else. It takes one set of skills to lead a group men on the battlefield or on the jobsite. It takes a completely different set of skills to show up on time or put away your personal cell phone for the whole day.

The Problem - Many of our organizations are trying to figure out how they are going to train this next generation of leaders when they have not developed a level of self-leadership in our workforce. The cell phone issue is not a technology issue. Having a member of your crew on Facebook or texting his girlfriend constantly is not a technology issue. This is an integrity issue. If the cell phone itself were the problem, then everyone with a cell phone would have the same behavior.

Professionalism

The Shift - The construction industry already has a tough reputation with regards to professionalism. We have guys who look like they got dressed out of their glove box and smell like they slept under a bridge last night. When I ask about their basic appearance, behavior, or general odor, I often hear, "This is how I roll, and I do damn good work, so it shouldn't matter."

The Problem - It does matter. The individual who doesn't care about their professionalism fails to realize that they are representing more than just themselves. They are representing the trade, the company they work for, and their local if they are a member. This is damaging our reputation, which damages our ability to be successful.

Entrepreneurship

The Shift - Entrepreneurship includes basic knowledge around how man-hours are created. We are seeing a generation of people entering the workforce who are entitled and do not care whether the contractor is successful. They do not understand how many hours a contractor must generate to replace the \$300 drill they just lost. When I ask a room full of apprentices how much money a contractor makes on a million-dollar job, the number one answer is "One Million Dollars."

The Problem - The contractors' margins are getting tighter. The work schedules are getting compressed. The little mistakes are adding up, and those mistakes are proving to be catastrophic. Basic business sense and personal financial responsibility are becoming lost arts.

These are the four core competencies we must begin to develop in our workforce if we want to be successful in the future. Most would say the issues above fall under the umbrella of "common sense." Well, common sense isn't all that common anymore.

Take a look at your organization. Once you remove those who will retire in the next four to fourteen years, who will take their place? and then who will take *their* place? You may have some great foremen who work in your organization, but are they trained and equipped to develop the four core competencies in the next generation? Have they been trained in how to develop future leaders? The smart contractors are the ones who are working every day to develop not only their crews but also tomorrow's leaders.

Sign up today to hear Nic Bittle on November 16

Silica Rule in Effect June 23 in Virginia

The Commonwealth of Virginia has decided to implement Rule 1926.1153 “Respirable Crystalline Silica” beginning June 23, 2017, whereas The Federal Government has delayed informing implementation of the rule until September 23rd. Last Sunday, The Commissioner Department of Labor, C. Ray Davenport stated that because of the timing, they needed to go with the original date since the Virginia Safety and Health Codes Board could not have adopted the change of enforcement date in time according to their Administrative Procedures Act.

ABC is part of a coalition of 22 associates that has filed suit to stop implementation of “The Silica Rule” and hope to hear something in the near future.

D.C. Universal Paid Leave Update

It appears that the D.C. City Council has many “loose ends” to tie up before finalizing legislation on Universal Paid Leave Act or UPLA Council member Jack Evans recently introduced yet another alternative bill with hearings expected later this summer.

As it stands now UPLA allows for six weeks for family leave and eight weeks for parental leave and would be applicable to an employee who works for at least six months with a covered employer. (A covered employer under this bill would be any company doing business in the District with 25 or more employees.)

The latest version amends the Accrued Sick and Safe Leave Act to establish a hardship exemption for those employers that are financially or operationally unable to provide paid leave compensation.



SMACNA Participates in Fundraiser for Virginia Sen. Kaine

SMACNA’s Dana Thompson, Stan Kolbe, and Bernie Brill (not shown) attended a fund raiser for Virginia Senator Tim Kaine on June 14. Kaine was joined by former Senator John Warner and other dignitaries.

During the two-hour event SMACNA representatives spoke with Kaine about pension reform and the need for the country to reinvest in its infrastructure.

Kaine was optimistic that something could be done to get funding approved for infrastructure needs...but he said it would not come solely from the government. The senator saw the need for public-private partnerships, private funding, and public funding.

Kaine was particularly energized at this event because earlier in the day he and Tom Carper (D-DE), a member of the Senate Finance Committee, introduced the Individual Health Insurance Marketplace Improvement Act to help stabilize the individual health care marketplace and lower premiums. The Act would provide certainty in the marketplace by creating a permanent reinsurance program for the individual health insurance market, similar to the successful programs used to lower premiums and spur competition

Mark your calendar

For:

ASHRAE/MCA Metropolitan Washington Tradeshow

Monday, November 6

Marriott Pooks Hill

(new location)

Bethesda, Maryland

**Join architects, engineers,
mechanical contractors and
others for an evening of great**



- **Great Networking**
- **Terrific Food**
- **And visiting with industry leaders and decision makers.**

*For more information please contact
SMACNA Mid-Atlantic Chapter at
301/446-0002 x 100.*

in the Medicare Part D program. U.S. Senators Bill Nelson (D-FL), Jeanne Shaheen (D-NH), and Maggie Hassan (D-NH) are original co-sponsors of the legislation

ACE Sets Goals for 2017-2018 Year



Alliance for
Construction Excellence

Representatives of the Alliance for Construction Excellence

met in June to review ongoing legislative and regulatory matters in Maryland, Virginia, and the District of Columbia. The following is a summary of both current and anticipated actions that could have an impact on specialty subcontractors.

Anti-Indemnity laws are important to construction subcontractors because too often contractors and owners shift their own liability and risk to the subcontractors.

Virginia:

Ongoing: Continue to monitor the eVA Website to ensure that it includes necessary information about payment to prime contractors in work for the Commonwealth. As the opportunity presents itself, ACE will continue to encourage Northern Virginia Counties to utilize the website for the same purpose. Efforts will continue to have copies of payment bonds included in all Websites.

New: Payments Held in Trust – encourage legislation to mirror current law in Maryland that places payments from the owner effectively in a trust with all the protections such payments have. General contractors often have a subcontract that contains unfair right of off-set clauses which allows the GC to take money due subcontractors from one project to offset backcharges on another project. ACE supports legislation that imposes a trust on funds that are in the hands of a contractor to be used to pay subcontractors at all tiers and material suppliers. ACE also endorses criminal penalties for misappropriation of these trust funds.

Maryland:

Ongoing: Continue efforts to have payment bonds on a public website and to require payments to prime contractors included in renovations to the State's IT system. ACE will continue monitoring the way change orders are handled in light of recently passed legislation on the Catonsville Courthouse job as well as others of which ACE is aware.

District of Columbia:

Ongoing: Continue to encourage the development of the Payment

Webpage on the Website of the Department of General Services. ACE will also look at other departments that might utilize this website.

New: Anti-indemnity – Unlike most other states, DC has no laws on the books to prevent anti-indemnity or “hold harmless” provisions. Anti-Indemnity laws are important to construction subcontractors because too often contractors and owners shift their own liability and risk to the subcontractors. Specifically, “hold harmless” and “additional insured” provisions in a construction subcontract seek to hold the subcontractor accountable for worksite accidents or other losses that are not the fault of the subcontractor.

Payments in Trust – (same as above)

Other: Commission a review of current Texas laws that protect subcontractors compared to the laws currently in effect in the DMV (District of Columbia, Maryland, and Virginia). After review determine what changes to the laws in the DMV are needed to afford protection for subcontractors equal to that in Texas.

Members interested in learning more about this subjects or getting involved with ACE, please contact Bernie Brill at 301/446-0002 x 101.

Show Support for your Industry by Becoming a SMACNA CIC Member

For as little as \$535 you too can become a member of SMACNA's Capitol Insiders Club. Join industry leaders as they work to favorably influence legislation that promotes the sheet metal industry!

If you have an interest in:

- Pension Reform
- Infrastructure investment
- Green Buildings
- Davis-Bacon
- Prevailing Wage Issues
- Bid Listing
- Project Labor Agreements
- Worker Misclassification
- And other issues

For more information please contact SMACNA's Capitol Hill Office at 202/547-8202 or SMACNA Mid-Atlantic at 301/446-0002 and learn how your involvement will help promote your interests.





In order to ensure chemical safety in the workplace, information about the identities and hazards of the chemicals must be available and understandable to workers. OSHA's Hazard Communication Standard (HCS) requires the development and dissemination of such information:

Chemical manufacturers and importers are required to evaluate the hazards of the chemicals they produce or import, and prepare labels and safety data sheets to convey the hazard information to their downstream customers;

All employers with hazardous chemicals in their workplaces must have labels and safety data sheets for their exposed workers, and train them to handle the chemicals appropriately.

Major changes to the Hazard Communication Standard:

Hazard classification: Provides specific criteria for classification of health and physical hazards, as well as classification of mixtures.

Labels: Chemical manufacturers and importers will be required to provide a label that includes a harmonized signal word, pictogram, and hazard statement for each hazard class and category. Precautionary statements must also be provided.

Safety Data Sheets: Will now have a specified 16-section format.

Information and training: Employers are required to train workers by December 1, 2013 on the new labels elements and safety data sheets format to facilitate recognition and understanding.

Transitions



Former Maryland Commissioner of the Department of Labor Licensing and Regulations, Tom Meighen, has resigned his post and accepted the position of Director of Risk Management with the Chesapeake Region Safety Council. Meighen is a long time veteran of the construction industry having worked for Stromberg Metal Works and the Kirlin Group.

Now Available—Round Industrial Duct Construction Standards,” 3rd edition, 2013, an American National Standard, ANSI/SMACNA 005-2013

The revised “Round Industrial Duct Construction Standards,” 3rd edition, 2013, an American National Standard, ANSI/SMACNA 005-2013, is now available. SMACNA members will receive an email shortly with instructions on how to receive their gratis copy.

The standard expands the scope of the second edition, updating the duct materials to include aluminized steel, temperature correction factors for round industrial, and minimum decimal thickness for aluminum duct selection tables. Several chapters offer a standardized, engineering basis for design and construction of industrial duct of Class 1 to Class 5 air.

A spiral duct chapter for Class 1 and Class 2 air covers design pressures ranging from 30 in. wg negative to 50 in. wg positive, plus carbon and galvanized steel tables. The 660 page-book includes expanded tables for stainless steel and aluminum, expanded tables for duct sizes up to 96 inches in diameter, plus Class 5 systems handling corrosives and spiral lock-seam pipe.

The "Round Industrial Duct Construction Standards,” 3rd edition, 2013, is available in both book and PDF formats. Subscriptions are also available. Order online at: www.smacna.org/store. Member price is \$85 for the book, \$85 for the PDF, and \$140 for the book/PDF combination.

Discounted prices for architects, engineers, government, and code officials are \$256 for the book, \$256 for the PDF, and \$422 for the two formats purchased together. Non-member list price for the book is \$356, \$356 for the PDF, and \$588 for the book/PDF combo. The discounted price is available only to architectural and engineering firms and their employees provided they are not in the contracting business as well. (Government agencies, schools and universities also qualify for the discount.)

